



Learning
Believing
Achieving



Headteacher/
Prifathro
April or September 2020

Newport High School

Bettws Lane, Newport. NP20 7YB

Tel: 01633 820100

www.newporthigh.co.uk

Head Teacher Advertisement

Newport High School Head Teacher Full Time

**Group 8 - Head Teacher Pay Range L32 – L43
(£85,605 - £111,007, a seven point salary range, dependant on experience)**

Governors are seeking to appoint an appropriately experienced and effective leader from April or September 2020.

Newport High School has a strong set of values, with high aspirations for every individual child, teacher and the school community as a whole. We are seeking an outstanding leader who is dynamic and promotes a nurturing culture where everyone is valued, encouraged to succeed and fulfil their potential.

Newport High is an 11-18 school with 1127 students on roll. Governors are committed to appointing a Head Teacher who is effective and inspirational and who:

- has the vision and experience to ensure that standards and achievements of the school are progressed and sustained.
- can demonstrate a proven record of raising educational standards across all departments
- has experience of leading the implementation of whole school systems
- possesses excellent leadership, management, communication and personal skills
- has the ability to develop individuals and promote effective teamwork.
- has the ability to build on the very good links that have been established with the primary/ feeder schools, parents, the wider community and local employers.

Governors will support the successful candidate in all aspects of school life thereby creating a practice of effective learning and development throughout the school and its community.

Please apply online including a supporting statement within your online application indicating how you meet the requirements of the person specification.

Closing Date for Applications: Thursday 31st October 2019 (23.59pm)
Interviews scheduled for Thursday 7th and Friday 8th November
Appointment is subject to pre-employment and safeguarding checks

We are legally obliged to ask you to provide evidence of your right to work in the UK. If you are invited to interview, you will be asked to provide appropriate documents such as your full birth certificate/passport/work permit in accordance with the Asylum and Immigration Act 1996.

This post is exempt from the Rehabilitation of Offenders Act (1974) and a comprehensive screening process will be undertaken on all applicants. This will include an enhanced check with the Disclosure and Barring Service.

Letter from Chair of Governors

Dear Prospective Applicant,

Application for Headship

Thank you for your interest in the post of Head teacher at Newport High.

We are a school with a strong set of values, where we have aspirations for every individual child, teacher and the school community as a whole. We are seeking a leader with strong values with a demonstrable track record of raising and sustaining educational standards and successful implementation of whole school systems.

An outstanding leader who is dynamic, in this role you will promote a nurturing culture where everyone is valued, encouraged to succeed and fulfill their potential. We have made progress over the past two years and are seeking to appoint an inspirational Head teacher who will enable us to continue this journey of improving standards.

Newport High is located within easy reach of junction 26 of the M4. We are an 11-18 comprehensive school, with an expanding sixth form. We benefit from a state of the art learning environment, housed in a building that is ten years old and have excellent sports facilities. We are the base for the Dragon's region Junior Rugby Academy. We have 1127 children on roll with around 21% of our children entitled to free school meals and approximately one third with Additional Learning Needs.

Since we were inspected in November 2017 and categorised as a school in Special Measures, we have had five visits from Estyn and have robust action plan for improvement. We are seeking a new Head teacher that is able to build on the work already undertaken, new approaches that have been implemented and to complete the journey out of the category.

We celebrate the success of learners that gain places at the best UK universities including Oxford. As well as academic successes, we celebrate students that represent Wales at rugby, football and cricket and are world champion at martial arts. We have exceptionally talented swimmers, table-tennis players, dancers and artists. We are proud to recognise students who have been nominated for design innovation awards, those who have participated in activities with the Children's Commissioner and we are delighted that one of the first members of the Welsh Youth Parliament is a Newport High student.

Our on-going progress is due to the hard work and dedication of our students supported by a team of professionals who have worked together and embraced new systems and approaches. As our new Head teacher, you would be expected to continue this progress, to lead the senior team and build on this success. I would encourage you to take a look at our school website to find out more details about our school - www.newporthigh.co.uk. If you would like to visit the school, please contact Lucy Jackson via Lucy.Jackson@newport.gov.uk.

Thank you for your interest in Newport High.

Yours faithfully

Lucy Jackson
Chair of Governors Newport High School

Letter from the Head Boy and Head Girl

Dear Prospective Applicant,

As Head Boy and Head Girl we would like to thank you for showing an interest in joining our school community. Newport High School is the perfect place for an ambitious, strong leader with a clear vision who can steer our school forwards and towards greater success.

You would have the opportunity to become a part of our amazing community and to work with pupils who have utmost potential to be ambitious, capable lifelong learners. Furthermore, you would have the support of an exceptional team of teachers and staff who are dedicated and committed to providing the best education for all.

The ideal candidate for this role will have a passion for providing the best opportunities for young people in our school. You must also be keen to invest in and develop our staff.

Some of the reasons why we love Newport High School so much is because we have been given so many opportunities and received outstanding support throughout the years we have studied here.

As Head Boy, I think the mixture of staff and pupils have helped me develop as a person, improving my confidence. I also believe that the staff have really pushed me in both my classwork and homework which has inevitably allowed me to do my best and achieve well in my GCSE's.

As Head Girl, I think I have benefitted from the staff both inside and outside of school, supporting me in all areas of life, maximising each opportunity and allowing me to explore other aspects of education

As a pair we both think that the facilities NHS has to offer are in abundance and very modern, which allow pupils to achieve to their greatest potential. All of these factors combined are reasons why we have enjoyed our time at Newport High School and why we shall always cherish the memories and experiences gained.

We feel privileged to have been selected for Head Boy and Head Girl. We hope you share the same passion as we do for this school. So, if you are interested please come for a tour we will be happy to show you around and look forward to meeting you at interview!

Evan Farrell (Head Boy)



Tia-Lea Maggs (Head Girl)



Letter from our Teacher Governor and School Support Governor

Dear Prospective Applicant,

Thank you so much for taking an interest in our school.

We are a committed staff team here at Newport High School. The staff are dedicated to the improvement of our school and aim to give our learners the success they deserve.

Feedback from our staff indicates overwhelmingly that we are looking for a supportive, inspirational and dedicated leader with a clear vision to shape the future of our school.

We strive every day, as a team to live up to our school ethos of Learning, Believing and Achieving

We are excited to welcome a new Headteacher to our school community and look forward to you joining us on this challenging yet rewarding road ahead.

Claire Hale (Teacher Governor)

Sarah Smith (School Support Governor)



Job Description and Person Specification

POST IDENTIFICATION

Post Title:	Headteacher
Grade:	Leadership
Directorate:	Education
Division:	Schools
Location:	Newport High School
Responsible to:	

INTRODUCTION

This job description complements the standards, values and dispositions identified in the Professional Standards for Teaching and Leadership 2018. The Headteacher will align to, demonstrate and promote the overarching values and dispositions defined within the Professional Standards of:

- 1) Professional entitlement
- 2) Welsh language and culture
- 3) Rights of learners
- 4) Literacy, numeracy and digital competence
- 5) The professional learner
- 6) The system role

The post holder is required to undertake the professional responsibilities of a Headteacher as specified in the School Teachers' Pay and Conditions Document.

JOB PURPOSE

To develop a clear vision for the school, in partnership with all school stakeholders, providing the professional leadership required to enable all staff to support learners achieve their full potential. This should be achieved in accordance with the policies of the governing body, and the priorities set out in both local and national education strategies.

KEY AREAS

Pedagogy

1. Be accountable for supporting the pedagogy of others by creating and sustaining the conditions to realise the four purposes for learners and achieve the best for them in terms of well-being, standards and progress.
2. Be accountable for developing strategies, structures and systems, with all school stakeholders, to ensure that the school is working effectively towards realising the school's shared vision and achieving sustained school improvement, to enable the achievement of the four purposes of learning, taking account of national and local circumstances, policies and initiatives.
3. Motivate and work with others to create and sustain a school ethos and learning environment conducive to effective learning.
4. Ensure the organisation and delivery of the curriculum and implementation of a range of pedagogic approaches within the school, to support high quality teaching and learning and the delivery of the curriculum in Wales.
5. Ensure a consistent and continual school wide focus on all learners' wellbeing, experience and achievement, establishing a culture that values learners' views in informing all stages of learning and school experience.
6. Be responsible for the development of policies and practices, in collaboration with the relevant stakeholders, that promote the Welsh language and culture and that develop learners' bilingual skills as appropriate.
7. Enable the development of the four purposes for learning through the creation of structures and systems that support planning and emphasise the disciplines of different areas of learning in context, to secure highly effective teaching and learning.
8. Develop and implement effective systems to monitor and evaluate the impact of learning experiences and learners' progress to bring about sustained improvement.
9. Demonstrate accountability for learner wellbeing and outcomes by working with all relevant stakeholders to ensure the wellbeing and achievement of all learners is valued and evident throughout the school.
10. Develop inclusive strategies, structures policies and systems, in collaboration with relevant stakeholders, that enable all learners to gain full access to opportunities to achieve and ensure their individual learning needs are met.
11. Promote and ensure equity in academic, vocational and experiential learning routes.
12. Develop and articulate a coherent, understandable and accurate account of the school's performance, to a range of partners, including parents and governors, ensuring this incorporates learner wellbeing and progress.
13. Manage the effective communication and implementation of recommendations arising from reports, including the outcomes of school self-evaluation and external inspection by Estyn, in order to drive and sustain school improvement.
14. Collaborate with all school stakeholders to build a school climate and learning culture which reflects the richness and diversity of the school's community, including Welsh Language and culture.

Collaboration

15. Establish a climate of mutual support and effective collaboration both within and beyond the school to develop, enhance and share effective pedagogy.
16. Establish a collaborative learning culture within the school and actively engage with other educational establishments, to build effective learning communities.

17. Promote and facilitate effective collaboration with employers, business, government and other educational professionals to encourage innovative approaches and support and improve every day practice of the learning organisation.
18. Establish and build partnerships within school and across schools to share best practice and support school improvement for mutual benefit in terms of high quality and flexible support to develop professional practice.
19. Work with the governing body, so that it is able to meet its responsibilities in supporting effective learning and teaching and sustained school improvement.
20. Welcome strong governance and actively support the governing body to understand its role and deliver its functions effectively.
21. Establish effective and open relationships with parents, carers and the wider local community to actively engage them with learners' wellbeing, experience and progress and ensure the school plays a central role in the community.
22. Collaborate with other agencies, including the local authority, in providing for wellbeing of learners and their families.
23. Develop a school-wide commitment to continuous improvement and sustainable development through actively promoting and facilitating collaborative opportunities for all staff, accurately identifying areas of concern and taking appropriate action to support and secure improved performance.

Professional Learning

24. Create an environment in which professional learning is valued, has impact upon pedagogy and supports professional growth across the learning community within and beyond the school.
25. Ensure sustained and focused professional learning for all staff, including self-framing professional growth within pedagogic practice, learner experiences and outcomes.
26. Develop a culture that supports growth and leadership at all levels by developing and nurturing leadership potential in others, and contributing to opportunities available, to build the leadership capacity of the school.
27. Establish professional networks and communities to enable the school to play an active role in the widest education community contributing to the training of future teachers and other adults who work with learners and developing practice orientated research.

Innovation

28. Coordinate innovation with all relevant stakeholders, to ensure the school embraces and benefits from evidence-based approaches to innovation aligned to the long-term vision for Wales.
29. Establish a long-term programme of evidence-based approaches to innovation that aim to meet challenges, manage change and take learning forward effectively to improve wellbeing and outcomes.
30. Create a culture where expertise, experience and pedagogical practice is continually developed and shared within and across schools.
31. Develop a culture where evidence derived from innovative practice is used to evaluate the impact of changes, both within and beyond the school community.

Leadership

32. Work with the school community to bring coherence, clarity and a shared commitment to realising the pedagogical vision, learners, colleagues and the wider community in Wales.
33. Work with relevant stakeholders to ensure that strategic planning reflects the diversity, values, experience and context of the school and the community at large.
34. Ensure, with the support and input of the governing body, the school is compliant with all internal, local and national policies.
35. Create a culture in which others can grow professionally.
36. Develop and nurture leadership potential in others at all levels to build the leadership capacity of the school and inspire future leaders.
37. Develop, empower and sustain effective individuals and teams through distributed leadership, encouraging reflective practice.
38. Build effective networks to share professional knowledge, research and practical expertise that enables both the school and other schools to benefit through mutual collaboration.

Managing the school

39. Produce and implement clear, evidence-based improvement plans and policies for the development of the school and its facilities, in collaboration with the relevant stakeholders.
40. With the support of the governing body, manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
41. Make effective use of the support and challenge provided by the local authority, regional consortium and other relevant bodies.
42. Work with the governing body to manage the school's financial and human resources effectively and efficiently to achieve the school's education priorities and goals.
43. Monitor, evaluate and review, in collaboration with the governing body, the range, quality and use of all available resources to improve the quality of education for all learners and to secure value for money.
44. Work with relevant stakeholders to develop and implement strategies that ensure a safe, calm and well-ordered environment for all learners and staff and secure high standards of behaviour and attendance, resulting in successful conditions for learning.

PERSON SPECIFICATION

S = Shortlisting criteria

Please note, shortlisting criteria may also be tested at assessment stage

	ESSENTIAL	DESIRABLE
QUALIFICATION	<p>Qualified teacher status (S)</p> <p>NPQH for new Headteacher (S)</p> <p>Degree (S)</p> <p>Current EWC registration (S)</p>	<p>Further qualifications and/or professional studies relevant to the age-range. (S)</p>
KNOWLEDGE and EXPERIENCE	<p>Significant recent experience as a Headteacher or Deputy Headteacher of a: Infant / Junior / Primary / Secondary School (S) *</p> <p>Proven success in a range of strategic roles including, self-evaluation, data analysis and school improvement planning (S)</p> <p>Knowledge and understanding of the current Welsh Educational context and the National Mission (S)</p> <p>Knowledge of best practice and procedures for safeguarding children and young people</p> <p>Proven experience of monitoring, evaluating and reviewing performance in order to raise achievement for all groups of pupils.</p> <p>Up-to-date knowledge and understanding of what constitutes excellent teaching and learning and how to implement it (S)</p> <p>Knowledge of effective strategies and procedures relating to professional learning and performance review.</p> <p>Successful experience of managing change</p> <p>Experience of building effective relationships with governors, parents and the wider community (S)</p>	<p>Experience of health and safety management</p>

	ESSENTIAL	DESIRABLE
SKILLS	<p>Ability to articulate and communicate a clear vision of high quality educational provision for the school (S)</p> <p>Strategic management ability including staff, financial and material resources and planning (S)</p> <p>Ability to lead, manage and motivate staff and pupils to achieve high standards</p> <p>Successful experience of providing for pupils with additional learning needs.</p> <p>Ability to build a strong network of collaborative relationships and partnerships with other schools, education professions and appropriate external organisations (S)</p> <p>Ability to communicate and develop links effectively, both orally and in writing with a range of audiences. (S)</p> <p>High level of personal skill in using and applying information and communication technology (ICT)</p> <p>Good organisational abilities and ability to delegate.</p>	
OTHER REQUIREMENTS	<p>This post is exempt from the Rehabilitation of Offenders Act (1974) and a comprehensive screening process will be undertaken on all applicants. This will include an enhanced with barred list check with the Disclosure and Barring Service. (DBS)</p> <p>Understand and demonstrate a willingness to promote positively the equal opportunities policy of The Council</p>	



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